



Office of Equity and Inclusion Newsletter

January 4, 2022



A Message from Dr. Keith Johnson, Vice President for Equity and Inclusion

“No **Child** Black Male Left Behind”

Dear Friends,

Black males in the United States face a huge education attainment gap that will negatively impact the future of our country. And Tennessee is no exception. Here Black males are less likely to enroll in or graduate from college in comparison to their counterparts. The Tennessee Higher Education Commission (THEC) recently completed a Black male success initiative taskforce [report](#), and the results were alarming.

In 2019 Black male public high school graduation rate was 13 percent lower than other student demographics. And overall enrollment for Black males at Tennessee public colleges and universities declined 16 percent from 2015 to 2020. And retention for Black males has declined drastically over the last decade. According to the United Negro College Fund (UNCF), Black males have the lowest college completion rate in the country.

~ continued on page 2 ~

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“Life’s most persistent and urgent question is what are you doing for others” - Dr. Martin Luther King, Jr.



Continued ~ Message from Dr. Keith Johnson

THEC assembled a team of leaders from public and private colleges and universities, systems administrators, K-12 educators, and nonprofit agencies from across the state. And it asked them to identify best practices and resources to support Black men in higher education. The taskforce recommended four actions:

- Support continued research on the success of Black men in higher education
- Promote summer bridge programs for Black men
- Encourage mentorship programs for Black men
- Provide dedicated financial support for Black men

Every year across the state completion rates in graduate programs for Black males are more than 20 percentage points below the graduation rates of other students. These statistics are also present at ETSU. Please see data below.

| Row Labels | Cohort | Returned 2nd Semester | Returned 2nd Year | Returned 3rd Year | Returned 4th Year | Graduated in 4 Years or Less | Continued to 5th Year | Graduated in 5 Years or Less | Continued to 6th Year | Graduated in 6 Years or Less | Continued to 7th Year |
|--------------------|------------|-----------------------|-------------------|-------------------|-------------------|------------------------------|-----------------------|------------------------------|-----------------------|------------------------------|-----------------------|
| Black males | 296 | 83.45% | 57.09% | 38.85% | 33.45% | 11.15% | 21.62% | 21.28% | 8.11% | 25.68% | 3.72% |
| Fall 2011 | 67 | 86.57% | 55.22% | 34.33% | 25.37% | 8.96% | 14.93% | 17.91% | 4.48% | 19.40% | 0.00% |
| Fall 2012 | 80 | 72.50% | 38.75% | 35.00% | 30.00% | 8.75% | 21.25% | 17.50% | 10.00% | 21.25% | 6.25% |
| Fall 2013 | 64 | 92.19% | 70.31% | 46.88% | 42.19% | 18.75% | 25.00% | 28.13% | 9.38% | 34.38% | 4.69% |
| Fall 2014 | 85 | 84.71% | 65.88% | 40.00% | 36.47% | 9.41% | 24.71% | 22.35% | 8.24% | 28.24% | 3.53% |

ETSU started a summer bridge program called BUCS Academy to close the retention disparity gap between underrepresented populations and their counterparts. The program helps incoming underrepresented students in their pursuit of a college degree by giving them a solid foundation before their freshman year. Students jump-start their academic career with the program and earn three credits prior to the start of classes. These same students may also participate in other retention-related programs that continue throughout the academic year. Students who participate in BUCS Academy are more engaged, receive leadership training, and are more excited about their sophomore year.

The ETSU Summer Bridge program does not have a separate partner for Black male students. But, in comparison to the general population of students at ETSU, those who participated in BUCS Academy had a better persistence and retention rate. The first Bucs Academy class will be graduating in 2022. We predict that their graduation rate will be much higher than the general population of ETSU; which stands at just over 50 percent-the highest in our history.

Continued ~ Message from Dr. Keith Johnson

While ETSU is actively striving to retain Black male students, the university is developing targeted efforts to break down barriers that hinder their college success. And in theory, success strategies that work for Black male students will work for any population.

The ETSU Equity and Inclusion task force will continuously analyze the campus climate. It will develop a long-term and comprehensive vision for Equity and Inclusion at ETSU. Please stay tuned for greater things to come. As we strive to meet the challenges before us in higher education, we keep in mind that our core values are:

- **PEOPLE** come first, are treated with dignity and respect, and are encouraged to achieve their full potential.
- **RELATIONSHIPS** are built on honesty, integrity, and trust.
- **DIVERSITY** of people and thought is respected.
- **EXCELLENCE** is achieved through teamwork, leadership, creativity, and a strong work ethic.
- **EFFICIENCY** is achieved through wise use of human and financial resources.
- **COMMITMENT** to intellectual achievement is embraced.

Sincerely,
Dr. Keith Johnson

Learning Outcomes for an ETSU Graduate

1. Graduates will gain broader awareness of the diversity on campus and the community beyond ETSU.
2. Graduates will gain a greater knowledge for how individual actions and systems influences individuals' experiences in communities and beyond.
3. Graduates will engage in constructive dialogue about diversity, equity, and inclusion.
4. Graduates will gain a greater sense of connection with a diverse population of peers, colleagues, and community at large.
5. Graduates will seek to impact policies and/or practices that disadvantage diverse populations of people.
6. Graduates will be prepared to enter and excel in a challenging work environment.

The King Philosophy - Nonviolence365®

Established in 1968 by Mrs. Coretta Scott King, The Martin Luther King, Jr. Center for Nonviolent Social Change (["The King Center"](#)) has been a global destination, resource center, and community institution for over a quarter century.

Dr. King's fundamental philosophy of nonviolence is based on these six principles:



PRINCIPLE ONE: Nonviolence is a way of life for courageous people.

PRINCIPLE TWO: Nonviolence seeks to win friendship and understanding.

PRINCIPLE THREE: Nonviolence seeks to defeat injustice not people.

PRINCIPLE FOUR: Nonviolence holds that suffering for a cause can educate and transform people and societies.

PRINCIPLE FIVE: Nonviolence chooses love instead of hate.

PRINCIPLE SIX: Nonviolence believes that the universe is on the side of justice.

The King Center trains individuals to influence equitable change in our national and global infrastructure. Throughout the year, they offer several different variations of training for corporations, social justice-focused organizations, law enforcement, and schools.

[Click here](#) to learn more and to submit a request for [Nonviolence365® Training Request for Higher Education](#)

Dr. Martin Luther King, Jr. Day of Service - January 17, 2022

The MLK Day of Service is a way to transform Rev. Dr. Martin Luther King, Jr.'s life and teachings into community action that helps solve social problems.

Community service not only has a positive effect on the community, but brings benefits to YOU. For example, community service

- ◆ Benefits your career prospects.
- ◆ Establishes contacts and friendships.
- ◆ Helps you stay mentally and physical healthy.
- ◆ Helps improve your social and relationship skills.

Consider volunteering this year to gain knowledge and understanding of other ways of life. Learning about cultures and ways of life that are different from ones of your upbringing will expand your world-view.

Dr. Martin Luther King, Jr. Day 2022 Celebrations



Get Acquainted With....



Daryl Carter
**Associate Dean of Equity and Inclusion
in the College of Arts & Sciences**

In June 2021, Dr. Daryl Carter was named to the first equity and inclusion officer position at the college level at ETSU.

“We’re very excited about Daryl being in this position,” said Dr. Joe Bidwell, Interim Dean. “He brings significant experience in the areas of diversity and inclusion with his work with the Black American Studies Program and with his past involvement in broader issues related to diversity and inclusion with ETSU vice president for equity and inclusion, Dr. Keith Johnson.”

Daryl Carter’s goals are the establishment of a council with members from throughout the college that will assist him in examining issues and setting direction; building partnerships between his office and such areas of the college as Black American Studies, Women’s, Gender and Sexuality Studies, the Language and Culture Resource Center, various academic minor programs, and more; and focusing on recruitment and retention of students at the undergraduate and graduate level, as well as faculty and staff.

Carter was chosen to fill this new role in addition to his ongoing responsibilities as a professor in the Department of History and director of Black American Studies within the College of Arts and Sciences.



Rachel Walden
**Director of Diversity, Equity,
and Inclusion for
the Quillen College of Medicine**

Rachel Walden, MLIS, has been appointed as the Director of Diversity, Equity, and Inclusion for the Quillen College of Medicine. She has previously served as co-chair of Quillen’s diversity council, served on the committee for ETSU’s Equity and Inclusion Conference, and has been involved in various DEI efforts and conversations throughout the university. Her goals for the position are to aid in redeveloping Quillen’s pipeline programs, support faculty, staff, and student training on equity issues, and to ensure important DEI needs get the attention they deserve.

In announcing this new role Dr. Bill Block, Dean of Medicine and Vice President for Clinical Affairs, wrote: “Rachel has been instrumental in leading our renewed efforts at DEI across the College of Medicine, and will now assume this additional leadership role to help keep these issues at the forefront.”

Rachel also will continue to serve in her role as Associate Dean and Professor in Learning Resources and director of the ETSU medical library.

Upcoming Grant Opportunities

The TBR Office of Organizational Effectiveness will soon announce the 2022-2023 access and diversity competitive grant opportunities for:

- Student Engagement, Retention, and Success (SERS) Grants
- Open Educational Resources (OER) Grants

Please visit the [Grant Opportunities](#) page for additional information and updates regarding submission deadlines. The Office of Equity and Inclusion requests that all proposals be reviewed by the ETSU Office of Equity and Inclusion prior to submission. Contact Kim Maturo at maturo@etsu.edu for more details.

All grant applications must be submitted via TBR's [online grants platform](#). Learn more at [Grants Platform Guide](#).



Where Do I Post Job Openings?

Advertise and recruit in areas that reach underrepresented groups.

Below is a list of some organizations to contact.

NCORE (National Conference on Race and Ethnicity in American Higher Education) at <https://www.ncore.ou.edu/en/jobs/>.

SREB ([Southern Regional Education Board](#)) - e-mail an electronic copy of your text to doctoral.scholars@sreb.org

Insight Into Diversity at https://careers.insightintodiversity.com/employer/pricing/?site_id=9533

DiverseJobs.net at <https://diversejobs.net/>

The Academic Network at [Job Postings | Academic Network \(theacademicnetwork.net\)](#).

Historically Black Colleges & Universities at <https://hbcuconnect.com/cgi-bin/jobs/postJob.cgi>

Diversity and Inclusion Statement for Advertisements

ETSU is committed to a diverse and inclusive workforce by ensuring all of our students, faculty, and staff work in an environment of openness and acceptance. Successful candidate(s) should have a demonstrated commitment and contribution to fostering and advancing equity, diversity, and inclusion.

More information on where and how to recruit can be found on the [ETSU Human Resources Recruiting and Hiring](#) webpage.

Inclusive Teaching Practices with the **SYLLABUS CHALLENGE**



Date & Time:
January 12, 2022, 2:30-4:30 pm
Via Zoom

Speaker: Kim A. Case Ph.D.

Sponsored by:

The Office of Equity and Inclusion
Clemmer College
College of Arts & Sciences Office of Equity and Inclusion
Center for Teaching Excellence
Committee on Inclusion and Equity in Psychology

This interactive session will introduce simple, yet powerful actions faculty can take to increase pedagogical microaffirmations that foster sense of belonging among students. The practical tips and strategies offered by the **"Syllabus Challenge"** address both the syllabus document as well as broader course design. We will examine several examples of learning goals, course materials, assignments, and course policies by applying critical questions posed by the Syllabus Challenge guiding document.

Visit [**Learning/Opportunities**](#) on The Office of Equity and Inclusion website to read workshop goals and objectives, outline, and speaker's bio.

[**Please register here.**](#)

Coming Soon - *I'm Not Racist... Am I?* - Movie Event



I'm Not Racist... Am I? is a feature documentary following a diverse group of teens through a yearlong exploration to get at the heart of racism. Through some tense and painful moments, we see how these difficult conversations affect their relationships with friends and parents, and ultimately challenge them to look deep within themselves.

By the end of their time together, we'll see these remarkable young people develop deeper bonds, a stronger resolve and a bigger, more significant definition of racism than any of us ever imagined.



[Watch the Trailer](#)

Join the Office of Equity and Inclusion and the Annual Equity and Inclusion Conference Planning Steering Committee for a presentation of

I'm Not Racist... Am I?

Date: February 3, 2022

Time: 4:00-7:00pm

Location: DP Culp Student Center, East Tennessee Room
Light refreshments to be served

Viewing will be followed by a discussion/Q&A of the documentary film facilitated by Point Made Learning and two students from the film. ETSU faculty/staff, who have completed training by Point Made Learning will assist with the facilitation.

Registration is open to all ETSU students, faculty, staff, and members of the community. [Click here to register.](#)

If you have any questions, please contact Kim Maturo, Office Coordinator, Office of Equity and Inclusion at maturo@etsu.edu or 423-439-4445.

Upcoming Events

January 2022

| | | | | |
|---------|--------------|---|--------------|--|
| Wednes. | January 12th | Inclusive Teaching Practices with the Syllabus Challenge | 2:30-4:30pm | Join Zoom Meeting |
| Friday | January 14th | ETSU Dr. Martin Luther King Jr. Day Celebration Click here for other events | 11:30am-noon | Alumni Bell Tower Rain location: 2nd level lobby Burgin Dossett |
| Tuesday | January 25th | Lunch and Learn Lecture Series Where are you really from? Recognizing and Responding to Microaggressions Discussion Lead: Jessica Wang, Director of Student Success, Clemmer College | 12:00-1:00pm | Join Zoom Meeting |

February 2022

| | | | | |
|----------|---------------|--|--------------|---|
| Thursday | February 3rd | I'm Not a Racist...Am I - Movie Event | 4:00-7:00p, | Culp, East TN Room Register Here |
| Tuesday | February 8th | Lunch and Learn Lecture Series Intersectionality: The Different Layers of You and Me Discussion Lead: Khia Hudgins-Smith, Journey Center for Healing Arts | 12:00-1:00pm | Join Zoom Meeting |
| Tuesday | February 15th | Lunch and Learn Lecture Series Inclusive Excellence through Cultural Competency Presentations Discussion Lead: Dr. William Heise, Professor, Management and Marketing, College of Business and Technology | 12:00-1:00pm | Join Zoom Meeting |

March 2022

| | | | | |
|---------|------------|---|--------------|-----------------------------------|
| Tuesday | March 8th | Lunch and Learn Lecture Series Intercultural Communication for Deaf, Deafblind and Hard of Hearing Discussion Lead: Stephanie Horvath, Assistant Professor, Audiology and Speech Language Pathology | 12:00-1:00pm | Join Zoom Meeting |
| Tuesday | March 22nd | Lunch and Learn Lecture Series Factors That Impact Health Discussion Lead: Dr. Randy Wykoff, Dean, College of Public Health | 12:00-1:00pm | Join Zoom Meeting |
| Tuesday | March 29th | Lunch and Learn Lecture Series We all Identify: A Guide to Healthy Conversations Around Gender and Sexuality Discussion Leads: Adam Derrick, GA, Pride Ctr and Alison Dyer, GA, Women's Resource Ctr | 12:00-1:00pm | Join Zoom Meeting |

April 2022

| | | | | |
|---------|------------|---|--------------|-----------------------------------|
| Tuesday | April 12th | Lunch and Learn Lecture Series Inclusive Global Discipline Learning: Curricular, Co-Curricular and Extra-Curricular Engagement Discussion Lead: Nate Tadesse, Mentoring Coordinator, Mary V. Jordan Multicultural Center | 12:00-1:00pm | Join Zoom Meeting |
| Tuesday | April 26th | Lunch and Learn Lecture Series Race, Culture, and Collegiate Athletics Discussion Lead: Calvin Claggett, Director of External Operations and Equity and Inclusion, Department of Intercollegiate Athletics | 12:00-1:00pm | Join Zoom Meeting |

Brought to you by
ETSU University Career Services

ALL IN: CAREER FAIR SPRING 2022

March 23, 2022 • 2-5 p.m.
D.P. Culp Student Center Ballroom

The **All In: Career Fair Spring 2022** offers students an opportunity to network with a wide range of regional and national employers. **All In** honors ETSU's commitment to diversity and inclusion and welcomes all students, including those with disabilities, veterans, international students, students of color, and LGBTQIA+ individuals. We invite employer sponsors to donate half their registration fee to ETSU organizations that support diversity, equity, and inclusion: the Mary V. Jordan Multicultural Center, Dr. Patricia Robertson Pride Center, Veterans Affairs, and Disability Services.

Make an appointment in Handshake with University Career Services for resume review, career advisement, Bucky's Career Closet, or interview practice.

etsu.edu/careers • 423-439-4450 • [careers@etsu.edu](mailto:ccareers@etsu.edu)



EAST TENNESSEE STATE
UNIVERSITY



**Creating a Culture of Belonging:
Building Capacity, Partnerships, and
Opportunities for Progress**



Conference Planning Committee:

Dr. Adrianna Guram and Dr. Stacy Onks, Co-Chairs
Stephanie Hill Skerlak and Rachel Walden, Co-Chairs Logistics and Technology
Dr. Bethany Novotny and Lexi Petrak, Co-Chairs Marketing and Outreach
Ethan Hutchinson and Dr. Debi Thibeault, Co-Chairs Program Planning
Jay Guillory and Stephen Hendrix, Co-Chairs Student Track
Dr. Keith Johnson, Vice President for Equity and Inclusion
Dr. Chassidy Cooper, Conference Liaison & Assessment Coordinator
Kim Maturo, Office Coordinator, Office of Equity and Inclusion

Equity and Inclusion Diversity Champion Spotlight

Karla Leybold, Student and Alumni Programs Manager at the Honors College considers the Office of Equity and Inclusion an office that ensures ETSU lives up to its promise that "People come first." For everyone to feel valued, each person's unique circumstances need to be considered. She also believes that equitable doesn't necessarily mean equal; differential treatment can, applied judiciously, ensure equity. Karla considers the Equity and Inclusion Advisory Council as advocates for equity and inclusion and notes that its members are individuals who are willing to explain its necessity to others.

Diversity, Karla asserts, means that our campus comprises people from all walks of life, different colors, different creeds, genders, ability levels, sexualities, and socio-economic circumstances. Each person's story must be acknowledged and respected. Details matter. She pays attention to them and incorporates them into a final farewell project she gives each ETSU 1020 student at the end of the semester.

As an educator, it's her responsibility to model willingness to engage in difficult discussions in an open and civil manner. Karla lets her students know her views on topics they discuss in class but doesn't indoctrinate. If someone makes an inappropriate comment, she must call attention to it, but with a "teachable moment" attitude that tries not to belittle the offender.



Karla continues to point out the need to celebrate diversity on campus and mandate to create a truly inclusive environment where each individual feels valued and recognized.

Why We Need Diversity Champions

Diversity Champions are important because they role model inclusion. They create an accepting, inclusive, and educated culture. They are people taking action to ensure diversity, equity, and inclusion becomes an everyday reality.

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Instagram and Twitter - [etsu_equity](#)

**We would like to
hear from you.**

If you have an announcement, event, accomplishment, etc. you would like to have published in the newsletter send them to Kim Maturo at maturo@etsu.edu.

To add a name to our mailing list, please email Kim Maturo at maturo@etsu.edu.